



# CoP Report

Period covered:

02.02.2021 – 01.04.2022



Alpha Aqua<sup>TM</sup>

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**01.04.2022**

To our stakeholders:

I am pleased to confirm that Alpha Aqua A/S reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.



Sincerely yours,  
Johan Herold Højgaard  
CEO

## Human rights principles

### **ASSESSMENT, POLICY, AND GOALS**

Alpha Aqua A/S's goal is to influence our employees and all our business partners respect the Universal Declaration of Human rights and environmental protection. Based on our commitment we are setting up a code of conduct to be published on our website, making our position clear for all our suppliers, employees, and partners.

### **IMPLEMENTATION**

Alpha Aqua A/S has taken the following measures to prevent human rights violations in its work locations:

Training of employees, awareness raising, allocation of responsibilities for the respect and support of Human Rights within Alpha Aqua A/S: A Health, Safety, and Environment (HSE) Group – consisting of 3 employees - has just been established internally. Furthermore, they have all been through an HSE course for Alpha Aqua A/S to proceed with the focus on mental (e.g., monitoring sick leave and well-being) and physical work environment (e.g., work injury).

## MEASUREMENT OF OUTCOMES

Constant dialogue with the employees is deemed the best way of securing a good working environment and preventing stress, which the HSE Group already is initiating. The Group therefore has a responsibility of monitoring the employees' well-being and sick leave.

Finally, a system that encourages employees, clients, and partners to report back if they suspect any wrongful doing is soon to be in place. This could for example be our sites abroad - regarding our Code of Conduct (work-in-progress). Until now, we have not had any incidents.

## Labour principles

### ASSESSMENT, POLICY, AND GOALS

Alpha Aqua A/S supports the UNGC principles on labor standards in addition to following local laws on labor rights. Our handbook, which is a work-in-progress, covers policies concerning our employee rights and compensation and responsibilities. Labor related risks are being assessed by the HSE Group in setting up a dedicated resource that monitors and mandates environmental and safety risks. The employee handbook will be under continuing refinement incorporating the Global Compact.



### IMPLEMENTATION

All employees at Alpha Aqua A/S are entitled to medical insurance. Furthermore, the handbook includes human resource policies and procedures supporting the labor principles. Related to this, we are working on an increased focus on diversity (gender, ethnicity, age) when it comes to our values in hiring. This focus results in the fact that we currently employ a total of 30 highly qualified employees from 5 different nationalities.

## MEASUREMENT OF OUTCOMES

Our plan is to include a framework and a set of defined actions and outcomes in relation to the UN Global Compact's ten principles in the employee handbook. This is to raise awareness by communicating the principles through several communication channels. Also, any violations are reviewed and held accountable to our law and policies - investigations will be made internally, with legal counsel as required. The management is updated on a regular basis. Finally, we run annual appraisals each year to identify personal development needs and training requirements implemented as quickly as possible.

## Environmental principles

### ASSESSMENT, POLICY, AND GOALS

Producing total solutions within onshore fish farming, Alpha Aqua A/S has developed a system that ensures that fish farming can take place on land in a recirculating aquaculture system where the water is purified and not replaced to any great extent. This has the potential to disrupt the industry, since we have solutions to the environmental challenges that fish farming can entail.

### IMPLEMENTATION

Contributing to the development of more sustainable aquaculture production, making it possible to utilize the world's aquacultural resources more effectively, Alpha Aqua A/S helps facilitate a change towards consumption of more sustainably produced protein.

Alpha Aqua A/S uses recyclable food grade PP (polypropylene) for our Water Treatment Units as well as the tanks and production systems. The concept has been developed and designed with a strong emphasis on sustainability, fish welfare, a minimum of environmental impact and strong construction principles.

### MEASUREMENT OF OUTCOMES

One of many projects is **the Aquacombine project**. The project focuses on a more sustainable use of the saltwort plant and creating a circular economy with this versatile plant.

Alpha Aqua A/S is leading this project in close collaboration with Aalborg University and Associated Professor Mette Hedegaard Thomsen to promote sustainable solutions.

Research and development involve 17 European countries and 7 other Partners. The project is EU financed with DKK 75 million over a period of 4 years (period 2019-2023).

The saltwort plant has a great ability to survive adverse growing conditions and benefits the climate and is thereby good for the environment.

Fresh plant shoots are - among other things used in gastronomic contexts. From the rest, you can extract fish feed for fish farming, important and healthy bio-substances for cosmetics, creams, and dairy products. The rest can end up as biofuel. This creates very good opportunities for industrial symbiosis.



*Photo: Mette Hedegaard Thomsen, Associated Professor at Aalborg University*



In the past, only about 60% of the saltwort plant was used, but due to this project, the plant will be utilized almost fully in the future.



Aalborg University has test facilities to extract the healthy substances from the saltwort plant and has already made several revolutionary discoveries. There are many beneficial substances from this one plant. It has the power to promote healthy bacteria in the body, boost the immune system and get rid of bad bacteria. Pain-relieving and anti-aging effects have also been documented.

Associated Professor Mette Hedegaard Thomsen quotes:

***"Teaming up with the best people for the different areas is one of the reasons for our success".***

Alpha Aqua A/S grows the saltwort plants in Esbjerg and the Aquacombine project is driven by the UN World goals and the "Feed the World" program. The project will be completed in 2023.

In close connection to above we work for an ongoing development for a sustainable future. The oceans are suffering, and the quality of edible fish is rapidly declining.

At Alpha Aqua A/S our Research & Biological Consultant Jiwan Chettri has a high focus on creating a more sustainable and healthier future for land-based aquaculture.

Jiwan Chettri and the R&D department collaborate with international stakeholders to create sustainable productions via advanced, organic, and mobile recycling facilities for land-based fish production. Clean and green technology in 100% closed and circular systems.



Photo: Jiwan Chettri, Research & Biological Consultant at Alpha Aqua A/S

By producing fish in a sustainable way and under controlled conditions - without harming the animals - we can at the same time utilize the waste, such as the water and fish waste as fertilizer for plants.



Circular and green technology has already shown unique growth opportunities, and it is Alpha Aqua A/S's strategy to continue participating in research projects where no-waste systems are developed.





Projects like the previously mentioned Aquacombine case. The saltwort plant is connected to a RAS system, where waste from fish tanks and return water fertilizes the plants and CO<sub>2</sub> from the fish farm is sent back to the “greenhouse” (growth boxes).

The Aquacombine project has given Alpha Aqua A/S very good knowledge, a large network, and a good name in the industry within clean, green, and circular systems.

## Anti-corruption principles

### **ASSESSMENT, POLICY, AND GOALS**

Alpha Aqua A/S supports the UN Convention Against Corruption and we will not operate in countries or with organizations who are corrupt. We are committed not to participate in any corruption, bribery, or extortion.

### **IMPLEMENTATION**

At internal level we have maintained an excellent check and balance system over transactions. The records are maintained with proper registration. This information is checked and controlled by finance and administration, which ultimately reaches the CEO.

### **MEASUREMENT OF OUTCOMES**

Alpha Aqua A/S has not been involved in any legal cases, rulings or other events related to corruption and bribery. Our books and accounts are subjected to statutory external audit annually. These audits are used as one of the methods of identifying any suspicious payments which could be related to bribery or corrupt behavior. There has been no such incident reported in the period.